

*File 135 3/28/68 Fam. Serv. Bureau  
MKH*  
BACKGROUND MATERIAL LEADING UP TO THE MEETING OF THE FAMILY  
SERVICE BUREAU OF NEWARK WITH THE FAMILY & CHILDREN'S SERVICES  
OF THE ORANGES & MAPLEWOOD ON THURSDAY, MARCH 28th AT 12 NOON.  
MEETING WAS ARRANGED BY MR. KIRK OF UNITED COMMUNITY FUND &  
COUNCIL OF ESSEX & WEST HUDSON COUNTIES.

In February of this year, Rev. Richard Schoolmaster and Mr. Edward Strobebridge, members of the Board of Trustees of the Family & Children's Services of the Oranges and Maplewood, held a conference with me at their request, in which they discussed the present situation of their agency which is as follows:

They have been without an Executive Director for about 6 months.

They have an acting Executive Director, E. Edwina Connell.

Presently there is no Director of Casework Services.

The agency is in need of social workers at the present time,  
at least one full time and one part-time.

The agency is advertising in National Assn. of Social Workers  
Personnel Information Guide for social workers and quot-  
ing a starting salary of \$7,200 to \$8,500.

At this meeting I was directly asked what it would cost for a quali-  
fied Executive Director. I said \$15,000 at least, and for a qualified  
Director of Casework Services, \$12,000 to \$14,000. Both Rev.  
Schoolmaster and Mr. Strobebridge said these figures were similar to  
what they had received also from the F.S.A.A.

They are concerned because up to the time of our conference, they  
have been unable to acquire qualified leadership. The agency was  
seriously suffering as a result and its work has not been as good as  
it should be because of this lack of direction. The Orange agency has  
always been a basic sound professional agency, and is almost as large  
as the Newark agency in staff.

In the course of discussion they asked directly if Newark could help. I said there was a possibility arrangements could be made to provide, on a per diem cost basis from the Newark agency, some supervision on the Executive and casework level until they were able to solve their problems in these areas.

Both Rev. Schoolmaster and Mr. Strebbridge felt a permanent amalgamation with the Newark agency would be looked upon by many members of their Board of Trustees with reluctance. It is the feeling of many residents of Orange they do not like and do not want to be swallowed up by Newark. I said that Newark had no intention of even proposing this. I was suggesting, and then only after Board approval, offering to extend supervision to their agency in the categories mentioned.

They asked for confidentiality of our discussion and requested that it not at this time be brought to the Board of Trustees of the P.S.B. for study. However, at our Long Range Planning Committee Meeting on February 26th, I felt it was imperative to inform this committee of this meeting. I explained it to them as stated.

In a conversation with Mr. Edward Kirk, the Executive Director of the United Community Fund & Council of Essex and West Hudson Counties, on Thursday, March 14th, he asked if P.S.B. would consider looking into the Orange situation. I said because of P.S.B.'s experience of increased costs with the Belleville Agency, with no additional financial consideration being given by the United Fund, I felt the Board of Trustees would want to look carefully at the situation before even considering any action. In this conversation, Mr. Kirk mentioned he was going to talk with Rev. Schoolmaster and Mr. Strebbridge the next day on the Orange situation and wondered if he could arrange a meeting

with members of their board with curs, would F.S.B. come.

At this point I felt I had to break the confidentiality of my meeting with Rev. Schselmaster and Mr. Strebbridge and I told him about my meeting with them. Mr. Kirk felt such a meeting with the Orange representatives might be worthwhile since they had already approached F.S.B. for help in evaluating their present problem.

I said I felt members of the Board of Trustees of F.S.B. would meet with them, if such a meeting could be arranged. However, I stressed it would not be the intent of the Newark agency to consider at this time any kind of merger or amalgamation with the Orange agency.

Mr. Kirk, as director of the United Community Fund, I believe, has in mind an amalgamation of the Orange agency with the Newark agency. I feel the Orange agency does not want this. I do know the Orange agency has approached the Child Guidance Clinic of the Oranges and asked if the Child Guidance Clinic would merge with their agency. It is my feeling, since Mr. Kirk has initiated this meeting, we should attend.

The Orange agency receives an allocation of \$72,000 from the United Community Fund. They have a small portfolio and actually are quite dependent upon the United Community Fund for their support.

The former Executive, Mr. Richard Reppert, left to go to Milwaukee. He was an excellent and competent professional.

The meeting will be held at the Downtown Club Thursday, March 20th, at 12 noon.

Edward V. Kilduff

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